



DEPARTMENT OF THE ARMY
HEADQUARTERS, 1ST PERSONNEL COMMAND
UNIT 29058
APO AE 09081

AEUPE

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Equal Opportunity and Sexual Harassment (Policy Memorandum #3)

1. Equal opportunity and freedom from sexual harassment are rights which every member of 1ST PERSCOM can expect, and which I will insist upon. There is no place in this command, or in the Army, for individuals who willfully discriminate against others on the basis of sex, color, race, creed, religion, or national origin. I expect all leaders and soldiers/civilians to be vigilant for words or actions which are, or could be interpreted as being prejudicial in nature, to take immediate corrective action, and report such incidents to their commander, Equal Opportunity Leader, or myself.
2. Leaders/supervisors are responsible for maintaining a work environment that is free of sexual harassment. Sexual harassment undermines interpersonal relationships, disrupts mission accomplishment, and violates the Army's standards of conduct. Sexual harassment includes unwelcome sexual advances, request for sexual favors, and any other verbal or physical conduct of a sexual nature when such behavior has the purpose or effect of interfering with an individual's work performance or creating an intimidating, hostile, or offensive work environment. Individuals who believe they are victims of sexual harassment should make it clear that this behavior is offensive and report the harassment.
3. Leaders at all levels will exercise positive leadership to ensure equal opportunity for all members of this command, and prevent sexual harassment. Our soldiers, civilians and family members deserve these rights.

"Soldiers First!"

JON E. FINKE
COL, AG
Commanding

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